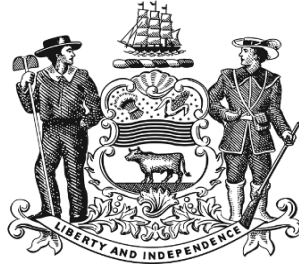


*The Delaware Governor's Awards
Ceremony:
Recognizing State Employee Individuals,
Teams, and Heroes*

May 8, 2017





**135TH GENERAL ASSEMBLY
HOUSE BILL NO. 604**

**AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE BY
PROVIDING FOR EMPLOYEE RECOGNITION PROGRAMS.**

- WHEREAS, in the name of service, State employees have made great contributions to every aspect of life in the State of Delaware serving in the Legislative, Executive, and Judicial branches of government; and
- WHEREAS, the effectiveness, efficiency and quality of State government depends in large measure on its employees who provide such a broad range of services that few citizens remain unaffected by their work; and
- WHEREAS, the importance of public services rendered by State employees and the exemplary manner of their performance are too often forgotten and ignored; and
- WHEREAS, that the Statewide Labor-Management Committee has recommended that State take proactive steps to recognize dedication, talents and contributions made by State Employees at all levels of government; and
- WHEREAS, the Recognition Umbrella Committee has developed procedures and guidelines for statewide and agency level employee recognition initiatives,

NOW THEREFORE: BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:
Section 1. Amend Chapter 59, Title 29 of the Delaware Code by adding thereto a new Section 5950 to read as follows:

§5950. Employee Recognition.

- (a) It shall be part of the function of State agencies to conduct employee recognition programs for Merit System employees and employees in positions that are assigned to comparable Merit System classes or pay grades. All such Employee recognition programs shall be approved by the State Personnel Director prior to implementation.
- (b) The first full week in May shall be designated Public Service Recognition Week. Employee recognition Programs shall not, however, be confined to this week.

This bill was passed by the House on June 26, 1990, by the Senate on September 25, 1990 and signed into law by Governor Michael N. Castle on October 15, 1990.

2017 Awards Recognition Ceremony

Opening

Mike Jackson
Director
Office of Management and Budget

Presentation of Colors

Department of Correction Honor Guard

Singing of the National Anthem

*Technical Sergeant Jessica Day
United States Air Force*

Remarks

Representative Stephanie T. Bolden
House of Representatives

Justice James T. Vaughn, Jr.
Supreme Court

Keynote Address

John C. Carney
Governor

*Presentation of
Awards*

Amy Bonner
Deputy Director
Office of Management and Budget

- ~ Governor's Team Excellence Award
Finalists and Recipient
- ~ Delaware Award for Heroism Recipients
- ~ Delaware Award for Excellence and
Commitment in State Service Nominees
- ~ Delaware Award for Excellence and
Commitment in State Service Recipients



*Please join us after the ceremony for
networking and refreshments*

Making a Difference for Delaware

The thousands of dedicated individuals who make up the State's workforce are state government's most important and valuable resource.

The effectiveness, efficiency and quality of state government depends on the people who provide such a broad range of services that few citizens remain unaffected by their work.

The dedication, talents and contributions of those individuals at all levels of state government are *Making a Difference for Delaware* everyday.

With pride and their commitment to public service, state employees strive for a standard of excellence which in turn enables the citizens to take pride in their state government.

The importance of public service rendered by state employees and the exemplary manner of their performance deserves recognition.

Making a Difference for Delaware is a campaign to foster the acknowledgement of the efforts and accomplishments of those in state service.

STATE OF DELAWARE



OFFICE OF THE GOVERNOR

STATEMENT IN OBSERVANCE OF PUBLIC SERVICE RECOGNITION WEEK

Whereas, millions of public employees at the federal, state, county, and city levels dedicate their careers to public service by contributing to professional industries, such as healthcare, education, crime prevention, fire protection, conservation, and national defense; and

Whereas, in the First State, public servants are not always recognized for the diligent work they do to help keep our nation strong; and

Whereas, many public servants have taken an oath, swearing to uphold a sacred commitment to make their communities a better place; and

Whereas, many public servants, such as military personnel, police officers, firefighters, and healthcare professionals, put their lives at risk on a daily basis to serve their neighbor; and

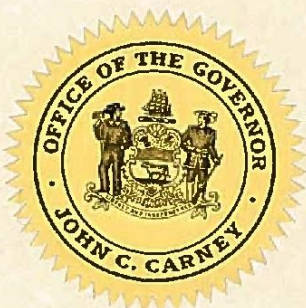
Whereas, the importance of public services provided by public employees and volunteers, and the exemplary manner of their performance are too often forgotten or ignored; and

Whereas, designating a week to acknowledge these employees provides the opportunity to honor our public servants and remind the American public of their accomplishments and the importance of public service.

*Now, Therefore, We, John Carney, Governor,
and Bethany Hall-Long, Lieutenant Governor,
do hereby declare
May 7 – 13, 2017*

PUBLIC SERVICE RECOGNITION WEEK

in the State of Delaware, and urge all Delawareans to recognize the achievements and contributions of public servants at all levels of government.



John C. Carney
John C. Carney
Governor

Bethany A. Hall-Long
Bethany Hall-Long
Lieutenant Governor

17-1209
Number

Governor's Team Excellence Award

The Governor's Team Excellence Award is presented annually to a team of state employees whose work has demonstrated superior customer service and produced results that lead to a more effective and responsive state government. This award recognizes the use of continuous quality improvement tools, problem solving, teamwork, and communication skills to produce those results.

Recipient

Delaware Learning Center Project Team

Office of Management and Budget

Team Leaders: Barbara McCleary and Syd Swann

Team Members

James Robinson, Darlene Hicken-Gott, Michael Bacu, Jamie Summerfield, Cindy Lombardelli, Brenda Lakeman, Amy Bonner, Debra O'Neal, Robbie Weakland, Ronald Sauls, Reggie Brown, James Terry, Larry Trunfio, Kishan Rao, and Dorothy Kope

Finalists

The New Delaware Corporate Information System Team

Department of State & Department of Technology and Information

Team Leader: Rick Geisenberger

Team Members

Samuel Ackah, Steve Bailey, June Bilbrough, James Cayz, John Celatka, Dameon Deputy, Theresa Fibelkorn, Ami Judd, Amy Kervin, Margaret Magnusen, Jo Anne Matthews, Shawn Moore, Sandi Pisarski, Ariel Poe, Pat Rogers, Vicki Smith, Gerald Whisman, Mike Womer, April Wright, and Cheryl Wyatt

Delaware Open Data Portal Team

Delaware Open Data Council

Team Leaders: Rhonda Lehman and Dana Rohrbough

Team Members

David Blowman, Jill Fredel, Li Wen Lin, Dean Stotler, Steven Yeatman, Robert Zimmerman, Michael Mahaffie, Kristopher Knight, and Meredith Tweedie

Special thank you to the Governor's Team Excellence Award selection team: Perry Phelps, Annie Norman, Amy Bonner, Lynne Pusey, Michael Begatto, and Joe Martini.

Delaware Award for Heroism

The Delaware Award for Heroism was established in 2013. Award recipients are presented with certificates to recognize acts of heroism and courage.

Employees receiving this award have demonstrated outstanding judgment, exceptional courage, extraordinary decisiveness and presence of mind, and unusual swiftness of action, regardless of their own personal safety, in the attempt to save or protect human life and/or property. Their acts have been deemed to be above and beyond the call of duty.

Employee Name	Agency	Summary of Heroic Act
Greg Buchman, Christopher Conley, Scott Hayes, and James Scott	Department of State	Responded to a coworker who collapsed. Checked for vitals, took turns performing CPR and called for help. Then provided information to paramedics when they arrived.
Julius Davis	Department of Correction	Witnessed an armed robbery after his shift ended. Pursued the fleeing vehicle from Pennsauken to Camden, NJ, and provided information, under fire, to authorities.
Jay Galloway	Department of Transportation	Responded to woman being dragged by a car in a parking lot. Got the driver's attention, then helped the woman to a nearby doctor's office.
James Gordy	Department of Transportation	While operating a bus, witnessed a dog chasing several young children. Pulled the dog from a child it had grabbed and held it until the owner arrived.
Harry Hutchison Joe Kowalski	Department of Transportation	Witnessed a hit and run accident. Checked on driver of the damaged passenger car, then pursued the tractor trailer that had hit it, providing information to authorities.
Chad Kalodner	Department of Correction	Witnessed an attempted robbery on his own time, and assisted the police by pursuing and then identifying the suspect.
Jason Luff	Department of Transportation	Responded to a fire in an apartment complex where he lived. Ran to the building, pulled the alarm, then entered the building to alert residents.

Nominees for the Delaware Award for Excellence and Commitment in State Service

Employee Name	Agency	Division
Emmanuel Carlis, Walter Armstrong and Richard Booker	Children Youth and their Families	Youth Rehabilitative Services
Terry Austin, Cali Engelsiepen, Gail McGlashan, Elaine Mundy, and Cheryal Roe	Finance	Accounting
Mark Buckalew	Transportation	Transportation Solutions
Dominic Carretto	Technology and Information	Applications Delivery
Vincent Checchi	Health and Social Services	Public Health
James Dowling	Health and Social Services	Public Health
Tammy Hudson and Laura Pepper	Children Youth and their Families	Family Services
Gayle Lafferty	Administrative Office of the Courts	Supreme Court

***Nominees for the Delaware Award for Excellence and
Commitment in State Service (continued)***

Employee Name	Agency	Division
Stacey Laing	Labor	Employment and Training
Theresa Madl-Young	Health and Social Services	DSAMH
Joseph Mazzola	Health and Social Services	DSAPD
Lisa Mills-Grubb	Health and Social Services	DSSC
Wendy Roberts	Office of Auditor of Accounts	
Lisa Tanielian	Agriculture	Poultry and Animal Health
Heather Zwickert	Correction	Probation and Parole

Delaware Award for Excellence and Commitment in State Service

The Delaware Award for Excellence and Commitment in State Service is an annual statewide award given to employees who exemplify the highest standards of excellence and commitment in state service. Five awards are given annually to individuals or groups of up to five employees that have been nominated by their department.

With the Cabinet Secretary's endorsement, each department submits nominations for the Delaware Award for Excellence and Commitment in State Service. The Selection Committee reviews the nominations and selects five recipients.

The Governor presents the awards to recipients at the annual Recognition Awards Ceremony. This event is held during Public Service Recognition Week in the first full week of May. Nominees and recipients for the Delaware Award for Excellence and Commitment in State Service are presented with certificates and Tributes from the General Assembly.

Congratulations to all nominees and recipients of the Delaware Award for Excellence and Commitment in State Service.

Ronald Bounds
Department of Safety and Homeland Security
Delaware State Police



Mr. Ronald Bounds created the *Delaware Maritime Security System*, which evaluates potentially-available resources, and crafts innovative ways to make incremental improvements.

Mr. Bounds partnered with multiple Delaware agencies such as the Pilots' Association for the Bay and River Delaware, Delaware Natural Resources Police, and neighboring states.

The National Maritime Intelligence-Integration Office (NMIO) advised that no other similar partnerships existed in the US, and they presented Mr. Bounds with the first ever *National Maritime Domain Awareness Executive Steering Committee Award*.

Daina Gunther
Department of Correction
Probation and Parole



Senior Probation and Parole Officer (SPO) Daina Gunther assisted in the closing of a cold case by slowly gaining the trust of a Mental Health Court offender assigned to her. Her office received information from the FBI that the offender made comments to an informant while incarcerated about a murder he and his brother committed in Arkansas back in the 1960's.

During home visits, SPO Gunther convinced the offender to reveal that he had killed a man, and then to provide additional details about the murder. The information he revealed to her matched the Medical Examiner's Police Report.

SPO Gunther shared this information with the Georgetown Police Department who were able to get Mr. Clay to admit to the murder, and he was extradited to Arkansas where he accepted a plea, which the victims' family agreed to. The offender was sentenced to 20 years in the Arkansas Dept. of Corrections.

Angela Garnsey and Deborah Walker
Department of Safety and Homeland Security
Gaming Enforcement



Operation Duck Hunt was a significant criminal investigation of a money laundering operation involving a Dover Downs Casino patron who was later linked to a large-scale heroin dealer already under investigation.

The division initiated the money laundering investigation in April 2014. Investigator Deborah Walker used her skills to organize and review thousands of pages of supporting documentation. This work helped discover patterns consistent with criminal activities and was critical in making multiple indictments.

When the investigation was merged with the heroin case, Detective Angela Garnsey was tasked with such duties as coordinating with analysts, subpoenaing financial records, coordinating efforts to create extensive banking statement spreadsheets, and assisting with evidence collection and review.

Operation Duck Hunt involved a multi-layered money laundering investigation, and led to the largest heroin seizure in Delaware. Asset seizures totaled nearly one million dollars.

Randy Greer

Department of Natural Resources and Environmental Control
Watershed Stewardship



Following a recent ruling on sediment and stormwater regulations, Randy acted by adopting an emergency policy which prevented delays in plan review and approval, and permitted development activity to continue for economic growth in the state.

That same year, Mr. Greer also led a team of co-workers to create a procedure that established and communicated the regulatory requirements in an easy-to-implement manner. This saved potential poultry growers time and money while still maintaining a high level of environmental protection.

Finally, in June 2016, DNREC was mandated to develop standard plans for residential, agricultural structures, and utility projects. Mr. Greer partnered with several agencies to develop separate residential standard plans so that the impact to the housing market was not affected.

James Ristovski
Office of Management and Budget
Payroll Human Resource Statewide Technology



As a Systems Supervisor with PHRST (Payroll Human Resource Statewide Technology), James Ristovski served as the lead functional resource for the Affordable Care Act (ACA) reporting project. In that role he determined that the delivered PeopleSoft reporting solution was not equipped to synthesize the State of Delaware data and would, in fact, report skewed and erroneous data.

Mr. Ristovski manually aggregated employee and dependent data involving data elements with hundreds of variables that impact or alter employee benefit eligibility. He personally analyzed 1.5 million employee records, to create multiple versions of highly complex data. These data encompass the entire State of Delaware employee population for a total of over 3.5 million functions executed.

The State of Delaware faced penalties and fines of \$60 million dollars if they failed to meet the prescribed reporting deadlines. Mr. Ristovski's efforts almost singlehandedly ensured the State of Delaware was successful in meeting all federal ACA reporting requirements.

Award Selection Committee

The committee reviews all nominations and convenes to select five recipients that are recommended to the Governor to receive the Delaware Award for Excellence and Commitment in State Service.

Dick Carter	Representing the Senate Pro Tem
Sean Finnigan	Representing the Speaker of the House
Debra Gerardi	Representing the Office of Management and Budget Head of HR
Patrice Gilliam-Johnson	Member of the Governor's Cabinet Department of Labor
Michael Begatto	Union Official Council 81 AFSME
Benjamin Coverdale	Employee Representative and Past Recipient Department of Agriculture
Elizabeth Morgan	Employee Representative Department of Insurance
Cindy Dunson	Dogfish Head Craft Brewery

Thanks to the committee for carefully reviewing each nomination and coming together to select the award recipients.

Special Thank You To...

Mike Jackson, Amy Bonner, Debra Gerardi, Bert Scoglietti, Richard Puffer, Barbara McCleary, Darlene Hicken-Gott, Jamie Summerfield, Larry Trunfio, James Terry, Michelle Potter, James Robinson, Loockerman Catering, and Delaware State University for assistance with event planning.

- ~ Scott Figurski, DNREC, for his photography services.
- ~ Major Timothy Radcliffe, Department of Correction for coordinating the Honor Guard

Statewide Recognition Coordinators who, in addition to their regular duties, make time to plan events and come up with unique ways to recognize the employees in their respective agencies.

Statewide Recognition Coordinators:

Debbie Carey, Agriculture; Kimberly Judy, Auditor of Accounts; Britta Strop, Correction; Lakiyah Chambers, Sandra Rossi and Abby Ragghianti, Courts; Jacqui Thornton, Criminal Justice Council; Wendy Dixon, DEDO; Wanda Spiering and Kayla Byrd, Housing Authority; Jennifer Dickinson, DELJIS; Jeanette Hammon, Education; Anthony Albence, Deborah Grier and Courtney Bolt, Elections; Deloris Hayes-Arrington and Valerie Watson, Finance; Susan Givens and Tripp Wagner, Fire Marshall; Christine Murabito, Delaware State Fire School; Reggie Brown and Lori Watts, DHSS; Roberta Jones, Insurance; Diane Haase, Justice; Jeremy Fixler, Stephanie Gaines, and Summer Stinson, Labor; Leslie Reese, DNREC; Debra Gerardi and Casey Oravez, OMB; Johnette Graff, Board of Parole; Tamara Napier, Public Defender; Robin Harding, Safety and Homeland Security; Joseph Smack, Services for Children, Youth and their Families; Deloris Hayes-Arrington, Maxine Evans and Charity Hoxter, State; Kim Thornton, DTI; Robbie Weakland and Shelley Koon, DeIDOT; and Rebecca Zink, Treasury.

Let them know you appreciate them!

Benefits of Recognition include:

- Building Relationships
- Improving Performance
- Increasing Retention
- Celebrating Achievements
- Improving Morale
- Creating a positive workplace culture which acknowledges the talents, skills and knowledge of our employees.

“Brains, like hearts, go where they are appreciated”

Robert McNamara, former U.S. Secretary of Defense and President of the World Bank.

Low Cost/No Cost Ideas for Managers and Supervisors

- ~ During team meetings, have members share one thing they appreciate about each team member
- ~ Include kudos for teams or individuals in each weekly report
- ~ Send e-mails to upper management recognizing employees
- ~ Give Creative Awards - Best phone voice, PowerPoint designer, team player...

Low Cost/No Cost Ideas everyone can use to recognize anyone

- ~ E-mail your thanks to your team
- ~ Make homemade awards
- ~ Keep a box of cards for different occasions or blank ones to fill in
- ~ Volunteer to coordinate a section/division/department potluck party (Breakfast or brunch, afternoon snack, ice cream bar)
- ~ And of course a verbal "Great Job" or a simple "Thank you" is almost always appreciated!

“Never miss an opportunity to say a word of congratulation upon anyone’s achievement.”

President Lyndon Johnson

For More Information Contact

Tracey Connolly

(302) 577-8996

An outline map of the state of Delaware is positioned in the background. The text is overlaid on the map, with the word 'for' centered over the state's capital area.

*Making a
Difference
★
for
Delaware*